

Appendix 1. Breakdown of different ethnicities

Calculations by different ethnic groups

Comparison of 'white ethnicities' with different ethnic groups:

Ethnicity	Mean hourly rate	Median hourly rate	Mean pay gap	Median pay gap
White ethnicities	£12.53	£11.90	-	-
Asian ethnicities	£12.56	£12.00	-0.24%	-0.84%
Black ethnicities	£11.99	£11.80	4.31%	0.84%
Mixed and multiple ethnic background	£12.32	£12.00	1.68%	-0.84%

Representation of different ethnic groups in each pay quartile:

	White ethnicities		Asian ethnicities		Black ethnicities		Mixed ethnicities		Totals	
	No	%	No	%	No	%	No	%	No	%
Total workforce	2712	61.00%	242	5.44%	1369	30.79%	99	2.23%	4446	100%
Pay quartile 1 (lower)	628	56.47%	45	4.05%	416	37.41%	16	1.44%	1112	25%
Pay quartile 2 (lower middle)	730	65.65%	51	4.59%	300	26.98%	26	2.34%	1112	25%
Pay quartile 3 (upper middle)	635	57.16%	59	5.31%	381	34.29%	33	2.97%	1111	25%
Pay quartile 4 (upper)	719	64.72%	87	7.83%	272	24.48%	24	2.16%	1111	25%
Top 10%	380	85.39%	15	3.37%	42	9.44%	5	1.12%	445	10%

Diversity

Diversity within our workforce (39% staff from Black, Asian, mixed and other ethnicities and 61% white) was higher than the percentage within the adult social care sector (68% white, derived from the Skills for Care, State of the adult social care sector and workforce in England report, October 2024), which is noted already as more diverse than the population of England (81% white)¹.

Within the adult social care sector, there was a particularly higher proportion of Black ethnic groups (18%) compared to the wider population (4%). This trend was even greater within our organisation, with Black staff representing 30.8% of our workforce.

Although there was no significant difference in the percentage of Asian staff within the sector and wider population (11% and 10% respectively), within our organisation there were significantly less Asian staff (5.4%).

¹ Figures from the 2021 census for England and Wales show that white ethnicities made up 81.7% of the population, Asian ethnicities 9.3%, Black ethnicities 4%, mixed or multiple ethnicities 2.2%, and other ethnic groups 1%.